

# Arsenal Personnel Officer Cites Employment Problems

C. Everett Stutsman, Civilian Personnel Officer for Government work force of Joliet Arsenal since April of this year, has been in Army Ordnance since entering the Federal service at Jefferson Proving Ground, Madison, Ind., in March, 1941.

The 35-year-old personnel man cited some of the problems faced by the Arsenal in the personnel field: As are most ammunition activities, Joliet Arsenal is located in the "wide open spaces" of Will County and workers must commute. The Arsenal is not authorized to spend appropriated funds to advertise job vacancies. Many job seekers do not realize that the Arsenal is a major employer in the area.

**THE ARSENAL** operates a loading plant with a work force of approximately 5,000, composed entirely of employees under Civil Service; the manufacturing works is contractor operated by U. S. Rubber Company, which has its own separate employment facilities. The Army establishment—of which the Arsenal is a part—utilizes personnel management practices which compare favorably with the most progressive in private industry. Wages, for example, are geared to "going" industrial rates in the locality, said Stutsman.

He believes the Arsenal owes much of its efficiency to the extra effort of its employees and a "management-minded management." He backs this up with figures. On many items, the loading plant consistently tops industry standards.

Many Arsenal workers commute from the Kankakee area, via Illinois Highway 113N. Many more commute from Joliet on U. S. Highway 66-A. There are many "neighborhood" employees from Wilmington, Elwood, Braidwood, Coal City, Gardner, etc.

**DEVELOPING** solutions to these problems, in addition to the normal "inside" problems which naturally attend a heavy build-up

such as experienced by the Arsenal, keeps the civilian personnel officer busy. "Living in staff quarters has its disadvantages," his wife, Verna, says, "it's too handy for him to work extra hours." She is from Arkansas, where "men spend some time with their families." She has "personnel" problems of her own—a four-year-old daughter, Suzanne, and a year-old son, Steven Gray.